

KVLY, KXJB-LD
EEO PUBLIC FILE REPORT¹
December 1, 2018– November 30, 2019

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Weekend Anchor/Reporter	1, 2, 6-18, 21	1
Multimedia Journalist/Producer	1, 2, 6-13, 15-17, 21	2
Multimedia Journalist	1, 2, 6-13, 21	2
Meteorologist	1, 2, 4, 6, 8-12, 21, 22	4
Chief Engineer	1, 2, 6-9, 11-13, 15, 16, 21, 22	1
Broadcast Engineer	1, 2, 6-9, 11-13, 15, 16, 21, 22	21
Sales Account Executive	1, 2, 4, 6-13, 15, 16, 21, 23	21
Sales Account Executive	1, 2, 4, 6-13, 15, 16, 21, 23	4
Producer	1, 2, 6-13, 15, 16, 21, 22	2
ND Today Producer	1, 2, 4, 6-13, 15, 16, 18, 21	4
Weekend Director	1, 2, 6-9, 11-13, 21, 22	1
Weekend Director	1, 2, 6-9, 11-13, 21, 22	21

¹ This EEO Public File Report was revised in April 2021 to address reporting discrepancies.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Internal Posting KVLY-TV/Current KVLY Employees	N	4
2	Valley News Live Website www.valleynewslive.com	N	13
3	KVLY-TV On-air Ad	N	0
4	Word-of-Mouth Referral	N	5
5	KVLY-TV Intern Program	N	0
6	www.TVJobs.com Broadcast Employment Services PO Box 416 Oceanside, CA 92052	N	0
7	Medialine www.medialine.com Mark Shilstone Box 51909 Pacific Grove, CA 93950	N	0
8	Broadcast Compliance Services www.bcs.ok 1700 Rockville Pike Suite 400 Rockville, MD 20852 This source distributes each job posting to between 100-336 additional sources	N	0
9	Job Service North Dakota www.ndworkforceconnection.com PO Box 5507 Bismarck, ND 58506-5507	N	0
10	North Dakota State University www.teamnd.org www.gradleaders.com Career Center (701-231-7111) 1340 Administration Avenue Fargo, ND 58102	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	North Dakota State College of Science www.myinterfase.com/ndscs/employer Career Center (701-671-2258) 800 6 th Street North Wahpeton, ND 58076	N	0
12	Concordia College https://app.joinhandshake.com/login Career Center (218-299-3020) 901 8 th Street South Moorhead, MN 56560	N	0
13	Minnesota State University Moorhead https://app.joinhandshake.com/login Career Development Center (218)477-2131 1104 7 th Avenue South Moorhead, MN 56560	N	0
14	University of North Dakota https://app.joinhandshake.com/login Career Services (701-777-3904) 280 McCannel Hall Grand Forks, ND 58203	N	0
15	Columbia College https://app.joinhandshake.com/login 600 South. Michigan Avenue Chicago, IL 60605	N	0
16	University of Minnesota https://app.joinhandshake.com/login 100 Church Street SE Minneapolis, MN 55455	N	0
17	Bemidji State University/Northwest Technical College https://app.joinhandshake.com/login 1500 Birchmont Drive NE Bemidji, MN 56601	N	0
18	You Tube www.youtube.com 901 Cherry Avenue San Bruno, CA 94066	N	2
19	MBA Job Bank www.minnesotabroadcasters.com 3303 Excelsior Blvd. Minneapolis, MN 55416	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Northland Community and Technical College www.northlandcollege.edu 1101 MN-1 Thief River Falls, MN 56701	N	0
21	Indeed.com All jobs posted to Gray TV (via snagit) are posted to Indeed.com	N	4
22	VNL Employment Manda@classifiedsadverticals.com	N	0
23	LinkedIn Linkedin.com	N	0
24	Gustavus College https://app.joinhandshake.com/login 800 W. College Avenue St. Peter, MN 56082	N	0
25	Dakota State University https://app.joinhandshake.com/login 820 N. Washington Avenue Madison, SD 57042	N	0
26	Winona State University https://app.joinhandshake.com/login 175 W. Mark Street Winona, MN 55987	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			28

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in events sponsored by educational institutions or community organizations related to careers in broadcasting (3)	<p>Our Assignment Editor participated in a Fargo-Moorhead-West Fargo Chamber of Commerce Media Panel at North Dakota State College of Science on December 13, 2018. Attendees had the opportunity to ask questions about careers in broadcasting.</p> <p>Our News Director spoke to a group of Communications students at Minnesota State University Moorhead on April 8, 2019. The students learned about our News Director's career and had the opportunity to ask questions about careers in broadcasting.</p> <p>Our Multi-Media Journalist spoke to a Communications group at North Dakota State University on October 16, 2019. The students learned about our Multi-Media Journalist's career and had the opportunity to ask questions about careers in broadcasting.</p>
2	Sponsor events for or on behalf of educational institutions or community organizations related to careers in broadcasting (2)	<p>Our Multi-Media Journalist gave tour of KVLY/KXJB-LD to a student from the University of Nebraska on January 11, 2019.</p> <p>Our Multi-Media Journalist gave tour of KVLY/KXJB-LD to a student from Minnesota State University Moorhead on July 19, 2019.</p>
3	Sponsor events for or on behalf of educational institutions or community organizations related to careers in broadcasting (1)	Our Sports Director hosted a student from Bemidji State University for a job shadow on November 8, 2019.
4	Management-level training related to methods of ensuring equal employment opportunity (1)	Our Office Manager participated in a training on compliance with the FCC's EEO Rules provided by outside communications counsel on June 20, 2019.